

NOTICE

In some circumstances, federal law requires that certain information be provided to employees who sign releases such as the Separation Agreement and General Release used in the County's July 31, 2011 restructuring and consequent reduction in force of the County's Misdemeanor Probation Department. While those circumstances may, or may not, exist in your case, The Board of Sumter County Commissioners ("Employer") elects to provide the pertinent information as follows:

1. Employees being offered severance benefits (hereinafter referred to as the "Group") are: Designated employees of the Employer who are employed on a part-time or full-time basis in the County's Misdemeanor Probation Department who: (1) have received notification that their position has been eliminated as a result of the July 31, 2011, restructuring and consequent reduction in force and of their right to receive severance benefits in exchange for execution of the Separation Agreement and General Release prepared by the Employer, and who: (2) do not accept other positions which may be offered to them by the County in any Department before July 31, 2011.
2. The job titles and ages of all individuals in the Misdemeanor Probation Department who have been notified that their positions have been eliminated as a result of the July 31, 2011 restructuring and consequent reduction in force are as follows:

<u>Job Titles</u>	<u>Ages</u>
Staff Assistant I	42
Staff Assistant II	57
Probation Officer	49
Program Coordinator	42

3. The job titles and ages of all individuals in the Misdemeanor Probation Department who have not been notified that their positions have been eliminated as a result of the July 31, 2011 restructuring and consequent reduction in force are as follows:

<u>Job Titles</u>	<u>Ages</u>
None	

4. There were no employees in the Group who are not being offered severance benefits in return for releases in the form of the Separation Agreement and General Release.
5. Only those who were notified by the Employer of the elimination of their position through the restructuring and consequent reduction in force and

who do not accept other positions which are offered to them are eligible to receive severance benefits.

6. Members of the Group who voluntarily elect to sign the Separation Agreement and General Release are eligible to receive the benefits set forth in their Agreements.
7. The applicable time limits are as stated in Paragraphs Sixth and Eighth of the Separation Agreement and General Release.